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ABSTRACT

Developments in education, employment, and the courts concerning the status of women are covered in this newsletter issue. Topics include the following: the scope of Title IX of the Education Amendments of 1972, which bars sex bias in educational programs or activities receiving direct federal funds; sex discrimination suits brought by women faculty against colleges; an annotated bibliography on sexual harassment in education; a book on how to publish women's studies materials in language and literature; the salary differential between men and women; administrative career patterns in higher education; changing attitudes toward marriage and single life; the experiences of Black women and resource guides on Native American women; a court decision in which women athletes obtained relief and damages; a handbook for job seekers, job changers, reentry women, and displaced homemakers; the special problems of disabled women; the causes of women's poverty; current issues and programs relevant to midlife and older women; women in science and math; computer camps for high school girls and adults; a publication on the philosophy of women's education from Ancient Greece through the nineteenth century; and an editorial about whether young women's goals are realistic. (SW)

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ON CAMPUS WITH WOMEN

Vol. 12, No. 4 • Spring 1983

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IN THE COURTS

What Does Title IX Cover? Still A Question for the Courts

The Supreme Court may soon resolve the question of the scope of Title IX coverage. It has agreed to review the case involving GROVE CITY COLLEGE (PA), over opposition from the Justice Department. The Third Circuit Court of Appeals had determined earlier that the college as a whole is subject to Title IX of the Education Amendments of 1972. (Title IX bars sex bias in educational programs or activities receiving direct federal funds.) The Third Circuit had ruled that Grove City must comply with Title IX because, even though the college itself receives no direct federal aid, some of its students receive federal financial assistance which "inure to the benefit of the entire institution." The school refused to sign a federal Assurance of Compliance form contending that Title IX was intended to apply only to education programs receiving direct federal aid.

The Third Circuit's decision differed, in part, from one made later by the Sixth Circuit concerning HILLSDALE COLLEGE (MI). Here the court ruled that the institution as a whole was **not** covered because of student aid, but that only the college's student loan and grant program which receives the federal assistance is a "program" subject to Title IX. The court maintained that Title IX covers only school programs receiving **direct** federal funding, and not institutions as a whole.

The court agreed, in part, with Hillsdale that the regulation requiring it to sign the Assurance of Compliance as a condition for its students to receive loans and grants was invalid, since it was interpreted by the (then) Department of Health, Education and Welfare as covering the entire college rather than being limited to the student loan and grant program.

The Department of Justice did not appeal the case despite the fact that it conflicts with the Title IX regulation. This is the second time the federal government has refused to appeal a restrictive ruling, the first involving a case at the UNIVERSITY OF RICHMOND (VA), where a similar opinion was issued. (See, *On Campus With Women*, Fall 1982, p. 4, and Summer 1981, p. 3.)

Proof of Discrimination Escalated in Minnesota Case

In a suit brought against ST. CLOUD STATE UNIVERSITY (MN) by psychology professor Mary Craik *et al.* in an attempt to fight sex discrimination in the psychology department's search for a new chairperson, the federal district court of Minnesota ruled in favor of the university. In finding against the women, the judge ruled that, although all the women had established a *prima facie* case of discrimination, plaintiffs "must prove more than the mere occurence of isolated, accidental, or sporadic discriminatory acts. They must establish by a preponderance of the evidence that sex discrimination is the defendant's standard operating procedure." The judge concluded that the university "has not discriminated against women," and ordered the women plaintiffs to pay the university's costs as allowable by law.

The plaintiffs plan to appeal. For further information write to Mary Craik, Ph.D., Psychology Dept., St. Cloud State University, St. Cloud, MN 56301.

Questioning Sex Discrimination is Not Insubordination

In a ruling supporting psychology professor Joan Humphries in her charges of sex discrimination at MIAMI-DADE COMMUNITY COLLEGE, a hearing examiner for the Florida Department of Administration maintained that questions, challenges and feminism are not insubordination. Terminated from her position as associate professor of psychology in April, 1981, Humphries was accused by the school's president of "incompetency, willful neglect of duty and gross insubordination." In his statement, the hearing officer described Humphries as "questioning and challenging the actions of college administrators . . . an outspoken critic . . . [who] repeatedly accused the college of sex discrimination." But instead of citing this behavior as insubordination, the officer noted that "lively inquiry, debate and exchange of ideas are indispensable to a university. In such an unfettered environment, it is forseeable that relations between participants will sometimes become strained and difficult." The officer recommended that Humphries, who has a federal suit pending, be reinstated with back pay.

Settlement of Federal Sex Bias Suit Against New Jersey College

As part of a sex discrimination settlement with the Department of Justice, BURLINGTON COUNTY COLLEGE, (NJ) has agreed to pay $273,000 to 26 current or former faculty women. The suit, in which Justice charged school officials with discrimination against women in teaching and administrative positions, marks only the second time the Justice Department has ever taken a college or university to court over employment practices. (The first lawsuit, against PIMA COMMUNITY COLLEGE (AZ), was filed by the Carter administration.)

The settlement includes back pay ranging from $2,500 to $26,538, salary adjustments of about $1,500 a year for each plain-

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tiff, paid leave a promotion of women faculty members to such positions as associate professor, chairperson, professor and professor emeritus. The college also agreed to make available (upon request) tuition reimbursement for courses related to training for administrative positions, and also to require attendance of all full-time faculty and administrators at a professional training program on affirmative action.

Reagan Again Requests Zero Funding for WEEA

President Reagan's proposed 1984 budget for the third time includes zero funding for the Women's Educational Equity Act. The President has also asked for recision of the 1983 funds (approximately $5½ million) voted by the Congress earlier in opposition to the President's previous request for no funding.

SEXUAL HARASSMENT

Grade Change Follows Harassment Charge at Harvard

A grade change from "C" to "pass" completed a case at HARVARD UNIVERSITY (MA) in which a student charged a visiting professor with sexual harassment. The action, by Harvard's Administrative Board, is believed to be the first in Harvard's 346-year history.

The student reported that Derek Walcott, a BOSTON UNIVERSITY (BU) professor who taught a poetry workshop at Harvard in the fall of 1981 approached her after a class and asked if she would make love with him if he asked her to.

Walcott argued that the student had misinterpreted the remarks which prompted the charges, and denied that any personal considerations had influenced his determination of the grade.

Harvard's dean disclosed that he had written a letter of reproach to Boston University; however, a BU spokesman stated that he did not expect any action to be taken against Walcott, even in light of the professor's offer to resign his position if his presence would be embarassing to the university. The spokesman stated that, as far as the university was concerned, this was "a Harvard matter."

A day prior to the grade change, Harvard's Board of Overseers received a confidential report urging, among other things, that the university inform sexual harassment victims of the details of the resolution of their cases—an action which was not required under then existing procedures. The report was the result of a ten-month effort by a joint committee comprised of members of Harvard's Board of Overseers and the RADCLIFFE COLLEGE Board of Trustees.

Sexual Harassment Charges Cause Censure and Suspension

The president of HILLSBOROUGH COMMUNITY COLLEGE (FL), accused in five separate charges by women employees and a student of making sexual advances at Hillsborough and MIAMI-DADE COMMUNITY COLLEGE received a 90-day suspension and public censure on sexual harassment charges by the state's Ethics Commission. The panel recommended that Tampa college trustees censure and suspend the president without pay for the alleged harassment, which ranged from suggestions that he and one of the women should check into a hotel room and have "some fun," to fondling and kissing the women against their will. The president denied the accusations.

Termination of University Housekeeping Employee Upheld in Sexual Harassment Charge

The termination of a UNIVERSITY OF MISSOURI housekeeping employee on grounds that he sexually harassed female housekeepers under his supervision has been upheld by an arbitration panel. Included in the supervisor's harassment were "putting his arm around the waist of a female employee, looking and smacking his lips and commenting on [the] attractiveness of another employee, and casting penetrating looks at a third employee . . . ". The arbitration panel, noting that sexual harassment is sex discrimination under Title VII of the Civil Rights Act of 1964, found merit in the university's argument that the supervisor, if reinstated, could subject the institution to liability.

Harassment Upon Harassment:

A group of women's rights advocates at the UNIVERSITY OF CALIFORNIA at Davis have requested the university to suspend two fraternities that they say harassed women in a rape-prevention program. The group, Davis Women Fight Back, reported that members of Sigma Alpha Epsilon and Sigma Nu "verbally attacked and abused" two women last June while they presented a slide show portraying violence against women. Earlier, the Inter-Fraternal Council at Davis had ordered the two fraternities to send members to the women's groups' workshops on rape prevention after the fraternities were accused of harassing women during a march to protest street violence.

Distinguishing Between Sexual Attraction and Sexual Harassment: MIT

THE MASSACHUSETTS INSTITUTE OF TECHNOLOGY (MIT) is conducting a survey to explore student-student relations, and in particular to look at student attitudes and perceptions in order to determine whether sexual harassment between students occurs, and if so, to what extent. The survey may be helpful to others wishing to examine this issue on their campuses. Copies of the 15-page survey, developed by Elizabeth Salkind, are available from her for $1, while supplies last, from: E. Salkind, MIT, Sloan School of Management, Rm. 580, 50 Memorial Dr., Cambridge, MA 02139.

Sexual Harassment: Tools for Further Investigation, Organization, and Planning

An "Annotated Bibliography on Sexual Harassment in Education," appearing in the Winter 1982 *Women's Rights Law Reporter* (Vol. 7, No. 2) lists cases, legal and other articles, papers, and reports, books, organizational publications, works in progress, and resources. The comprehensive 16-page bibliography was prepared by Phyllis L. Crocker as part of the Sexual Harassment in Education Projects of the NOW Legal Defense and Education Fund. Single issues of the *Women's Rights Law Reporter* are $5 (prepaid) to individuals, $9 to institutions. Checks should be made payable to Women's Rights Law Reporter and sent to Women's Rights Law Reporter, Rutgers Law School, 15 Washington St., Newark, NJ 07102.

Sexual harassment on campus is the focus of the Winter 1983 *Journal of the National Association for Women Deans, Administrators, & Counselors* (NAWDAC). Nine articles cover an assessment study, institutional responses, training programs, establishing an informal grievance procedure, implementing policy at a large university, a one-session workshop on sexual harassment, sexual harassment and employment, and recent research and resources. Single copies of the issue are available at $6 plus $1.50 postage and handling from NAWDAC, 1625 I St., NW, Suite 624-A, Washington, DC 20006.

WOMEN'S STUDIES

Getting Into Print

The second volume of the two-volume series entitled *Women in Print* is now available from the Modern Language Association. *Women in Print II: Opportunities for Women's Studies Publication in Language and Literature* offers a practical discussion of how and where to get into print. The essays in this volume, written by editors and academics with editorial experience, explore how to publish women's studies in language and literature.

Part I offers nuts-and-bolts advice on identifying appropriate publishers and proposing and submitting manuscripts. University presses, scholarly reprints, textbooks, trade and mass market publishing, publishing abroad, advice on how to avoid manuscript rejection, and author-anonymous reviewing are covered.

Alternate publishing outlets and issues, explored in Part II, include feminist and nonestablishment presses, and feminist journals as well as other journals, magazines, and newsletters. Copies of the 173-page volume, edited by Ellen Messer-Davidow and Joan E. Hartman, are available at $12.50 paperbound and $22.50 clothbound from the Modern Language Association of America, 62 Fifth Ave., New York, NY 10011. See *On Campus With Women*, Winter 1983, p. 8 for a review of Vol. I of this series.

Field Work in Women's Studies at Temple

Students who enroll in the field work course in the women's studies program at TEMPLE UNIVERSITY (PA) get valuable work experience in public and private women's advocacy agencies which may given them an extra edge when they apply for their first job or seek admission to professional or graduate schools. The course, open to all liberal arts students, may be of particular interest to those preparing for work in counseling, social work, law, allied health and medicine. Assignments in the field study course may range from working with abused women in counseling sessions to working with the Mayor's Commission for Women. Students must spend a minimum of ten hours a week at the agency and keep a log of the way they spend their time.

Service Learning/Women's Studies: Training Workshop Opportunities

Nationwide tuition-free training courses offered by the National Center for Service-Learning may be of interest to those involved in service-learning and women's studies. Condensed versions of the seminars, which deal with management of student volunteer programs, are also offered by the Center in the form of one-day workshops and two-and-a-half day seminars held in various regions of the country. For further information about next year's sessions, write to the National Center for Service-Learning, 806 Connecticut Ave., NW, Room 1106, Washington, DC 20525.

EMPLOYMENT

Devaluation in Women's Employment Per Year . . .

The salary differential between men and women working full-time year-round jobs shows very little change, affirmative action notwithstanding, with women still earning only $.60 for every dollar earned by men. This proportion remained the same from 1975 through 1981. Although salaries for both sexes rise with higher educational levels, women with five or more years of college continue to earn less on average than men who are just high school graduates, while the salaries of women completing four years of college average less than those of men who are high school dropouts.

Median Income Of Year Round, Full Time Workers, By Years Of Education, 1981

	Years of Education						
	Elementary		High School		College		
	<8	8	1-3	4	1-3	4	5 or more
Men	$12,866	$16,084	$16,938	$20,598	$22,565	$26,394	$30,434
Women	8,412	9,723	10,043	12,332	14,343	16,322	20,148

SOURCE: U.S. Department of Commerce, Bureau of Census

The earnings of white men working at full-time, year-round jobs averaged $21,087, in contrast to $14,988 for Black men and $14,953 for Hispanic men. For white women in full-time, year-round employment, median earnings were $12,476 compared with $11,166 for Black women and $10,725 for Hispanic women. The data appeared in *Manpower Comments*, Vol. 19, No. 7, p. 15, Sept. 1982, published by Scientific Manpower Commission, 1776 Massachusetts Ave., NW, Washington, DC 20036.

Over a Lifetime . . .

A recent study by the Bureau of the Census shows that a man with a bachelor's degree can expect to earn **twice** as much in a lifetime as a woman could. A male who is now 18 and eventually receives a college degree can expect lifetime earnings of **$1,190,000**—$329,000 more than a man with a high school diploma (who can expect $861,000 in earnings).

However, an 18-year-old female who goes on to get a college degree can expect to make only **$523,000** in a lifetime—$142,000 more than a women with a high school education (who can expect to make $381,000).

Myth-Shattering Report . . .

Among the myths shattered by facts (from a new report on working women) are:

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Association of Catholic Colleges and Universities (ACCU)
Association of Governing Boards of Universities and Colleges (AGB)
Council for the Advancement of Small Colleges (CASC)
College and University Personnel Association (CUPA)
National Association of College and University Attorneys (NACUA)
National Association of Independent Colleges and Universities (NAICU)

Prices and availability of resources are current at time of publication.

- the wage gap between men and women is narrowing;
- men and women doing the same work earn the same pay;
- women now have access to all types of jobs;
- minority women move ahead faster because they benefit doubly from affirmative action;
- women earn less because they don't stay in the job market;
- women don't have the education needed to get ahead; and
- the large influx of women into the labor force is the cause of high unemployment.

The report, *Women at Work: The Myth of Equal Opportunity*, profiles the economic status of women, using statistics on labor force participation, marital status, percentage of mothers who work, families maintained by a divorced or separated parent, child care and unemployment rates. The data reveal an increase in the number of women in poverty, with women still relegated to the lowest paying jobs in the economy, and with no sign of a shift in the wage gap. Copies of the report, published by Women Employed Institute, are available at $4 plus $.50 postage and handling from The Women Employed Institute, 5 South Wabash, Suite #415, Chicago, IL 60603.

Obstacles to Corporate Success

Women at the top of the corporate ladder in America feel that they attained their positions despite sexual prejudice, and they do not believe discrimination against women in upper management has disappeared. So reports a survey of 300 top women executives conducted by the UNIVERSITY OF CALIFORNIA at Los Angeles Graduate School of Management, and Korn-Ferry, an executive search firm. The greatest obstacle to their success, said 39 percent of those interviewed, was "being a woman."

Administrative Career Patterns in Higher Ed.

Preliminary findings of a research survey exploring administrative career patterns in higher education (particularly administrators' use of interpersonal contacts and communication and the effect of contacts on men's and women's networks and career patterns) are summarized in *Higher Education Administrators in New Jersey*. Men and women both cited use of contacts as a job strategy. Both used "volunteering for additional responsibilities," "informing higher level administrators (of their interest) and "getting to know more administrators in own institution."

However, the study found that twice as many senior women as men nominated themselves for their current positions, and more women than men requested to be nominated for their positions. Among senior men, "acting appointment" was cited as a source of candidacy more than twice as often as it was for their female colleagues. The survey concludes that women appear to have learned how to advance their own careers in ways similar to those of their male counterparts; both men and women effectively use contacts to promote their careers; and women serve as resources for each other, with women's networks appearing to be useful.

Nonetheless, the study shows, men are more frequently nominated or tapped—a critical recognition process, especially as people advance in their careers. The report calls for more diversified networks facilitating proportionate use of male and female contacts and an expanded nominations process which would more likely assure the advancement of all qualified individuals. Copies of the five-page report on the survey, which was sponsored by PRINCETON UNIVERSITY (NJ) in cooperation with the American Council on Education, are available at $2 while supplies last from the Office of Continuing Education, 321 West College, Princeton University, Princeton, NJ 08544, Attn: Mary Ellen Capek.

Book-Size Bibliography on Affirmative Action

Affirmative Action and Preferential Admissions in Higher Education: An Annotated Bibliography deals with admissions, employment, and other issues concerning race and sex. The bibliography, which covers the 1970-1980 decade, is divided into three parts: 1) The Law and the Courts; 2) Response of the Academic Community; and 3) a short analysis of the issues. Compiler Kathryn Swanson has listed and described a total of 1,181 government publications, books, periodical and newspaper articles, and selected chapters within collections. Copies of the 344-page volume are available at $17.50 from Scarecrow Press, Inc., PO Box 656, Metuchen, NJ 08840.

Affirmative Action and Publishing in Higher Ed.

Are scholarly presses missing opportunities as well as neglecting obligations in regard to affirmative action? NORTHWESTERN UNIVERSITY's (IL) William H. Exum, of the Department of African-American Studies, poses the question in his article "Affirmative Action and the University Press: Some Implications for Scholarly Publishers." The article deals with both women and minorities, with publishing staff as well as authors, in pointing out the central significance of affirmative action to scholarly publishers. The 16-page article appeared in the January 1983 issue of *Scholarly Publishing*, Vol. 14, No. 2. Copies may be ordered at $6.50 plus $1.00 handling charge from the University of Toronto Press, 5201 Dufferin St., Downsview, Ontario, Canada M3H5T8.

ON THE CAMPUS

Young People Still Choose Marriage but Also Work and Study

A study on changing attitudes toward marriage and single life reveals that, despite the current high levels of divorce, over 90 percent of young Americans expect to marry—a proportion which has shown almost no decline since 1960. Two aspects of marriage plans which do show change, however, are the rising age at which young people, particularly young women, expect to marry, and the widespread desire 1) not to let marriage interfere with education and 2) to obtain some work experience before marriage. Data from the 1980 Study of American Families, an intergenerational attitudinal study of mothers and their 18-year-old children, showed more young women than young men disagreeing with all-or-nothing statements on marriage and singleness, i.e., "It's better for a person to get married than to go through life being single," and "All in all, there are more advantages to being single than to being married."

Results of the study are reported in "Changing Attitudes Toward Marriage and Single Life," an article by Arland Thornton and Deborah Freedman which appeared in *Family Planning Perspectives*, Vol. 14, No. 6, November/December 1982. Reprints of the 7-page article are available at $1 each from The Alan Guttmacher Institute, 360 Park Avenue South, New York, NY 10010, Attn: Nilida Maldonado.

Another study in which 8000 undergraduates at seven New England women's schools were queried as to goals involving career and/or family showed these college women expecting to have both a successful career *and* a thriving family life. The Seven College Study (Barnard, Bryn Mawr, Mt. Holyoke, Radcliffe, Smith, Vassar and Wellesley Colleges) showed a number of unexpected findings, among them:

(continued on page 6)

MINORITY WOMEN

The project gratefully acknowledges the support of TRW for making this section on minority women possible.

Focus on Minority Women: Summer Institute and Research Clearinghouse

A unique summer institute on "Teaching, Researching, and Writing About Women of Color in the United States" is scheduled for June 19-25, 1983 on the campus of MEMPHIS STATE UNIVERSITY (TN). Planned by the Center for Research on Women at Memphis State and the Inter-University Research Group Exploring the Intersection of Gender and Race (a working group of five racial-ethnic women sociologists representing various institutions of higher learning) the institute will provide instruction and facilitation to researchers, writers and teachers who are interested in gaining clarity on racial-ethnic women. The institute will explore the comparative and distinctive aspects of the lives of women of color in the U.S., specifically Afro-American, Mexican American, Puerto Rican, Japanese American, and Chinese American. For additional information, contact Shirley Johnson-Jones, Center for Research on Women, Memphis State University, Memphis, TN 38152.

The Center is also in the process of developing a Research Clearinghouse to aid scholars, policy makers, and others who want up-to-date information on both in-progress and completed research on working-class women in the South and racial-ethnic women nationally. For further information, contact the Center at the address above.

U of Mississippi Examines Relationship of Sex and Race

How sex, race, and the role of women in the South relate to each other was the focus of the 1982 Chancellor's Symposium on Southern History last October at the UNIVERSITY OF MISSISSIPPI. During the two-day symposium, participants explored such questions as why Southern women of all classes and races have managed to achieve less equality than their counterparts in the rest of the nation, and how Southern racial and sexual attitudes have affected the role of white and Black women alike. For further information, write the Department of History, The University of Mississippi, University, MS 38677.

Report on Black Women's History Survey Project

Results of the Black Women's History Survey Project are analyzed in a special issue of *Truth*, the newsletter of the Association of Black Women Historians (ABWH). The project, sponsored by the association together with the Organization of American Historians, was designed in part to facilitate the development of a Black women's history network or information exchange system for scholarly mutual support for Black women historians. The report also includes a list of the 91 respondents and others who indicated interest in the study. A 15-page bibliography based on the survey, which was funded by the Fund for the Improvement of Postsecondary Education, is an addendum to the report. Copies of the report and bibliography are available at no charge from Darlene Clark Hine, Purdue University, Hovde Hall, No. 324, West Lafayette, IN 47907.

Resource Guides on Native American Women

The Ohoyo* Resource Center, which has developed the first national communication and networking system among Native American women, offers free materials, including resource guides and bibliographies. Among them: a biographical and expertise listing of over 1000 notable Native American women, a bibliography of over 1200 entries citing materials on American Indian/Alaskan Native women for classroom, teacher resources, and audio-visual use, and a listing of national Indian organizations, key support groups, federal Indian programs, and recommended resources. Copies of these and of the group's free brochure may be obtained by writing to the Ohoyo Resource Center, 2301 Midwestern Parkway, Suite 214, Wichita Fall, TX 76308.

*translated as "woman" from the Choctaw language

Journal Features Black Women Writers

Black women writers are the focus of two issues of *Callaloo*, a Tri-Annual Black South Journal of Arts and Letters. *Callaloo* #5 is devoted exclusively to Black women poets; *Callaloo* #16, while focusing on the fiction and poetry of Gayl Jones, also includes poems by six other women writers. Copies of the issues are available at $5.00 each from the Dept. of English, University of Kentucky, Lexington, KY 40506, Attn: Charles H. Rowell, Ed.

International Publications on Women

Articles, journals, and papers dealing with women around the world were made available at the International Conference on Research and Teaching Related to Women held in Montreal in 1982. The materials, which range from women's agricultural projects to tutor-training, are primarily in English, with some also in Spanish and Portuguese. Many of the papers deal with problems facing women in the Third World. A list of the materials appeared in the December 1982 *Network* Newsletter of the Hispanic Women's Center, from which the papers may be ordered at $1.50 each. Copies of the newsletter are available at no charge from the Hispanic Women's Center, 115 W. 30th St., Room 900, New York, NY 10001.

Project Focuses on the Experience of Black Women

A new project to collect information about the past and present experiences of Black women in the Midwest is being spearheaded by Darlene Hine, associate professor of history at PURDUE UNIVERSITY (IN).

Hine is contacting librarians and archivists to identify existing materials dealing with Black women as well as talking to Black women in the region. Besides recording oral histories, Hine also hopes to collect written records such as diaries, scrapbooks and letters. A traveling exhibit with documents and photos will highlight the historic experience of Black women. Also planned is a resource guide with interpretive narrative indicating where the records can be found and used. The project, which encompasses the five-state region of Illinois, Indiana, Michigan, Ohio and Wisconsin, is funded by the National Endowment for the Humanities. For further information, contact Darlene Hine, Department of History, Purdue University, West Lafayette, IN 47907.

Black Women's Contributions to America

Black Women: Contributors to American Heritage is a kit of materials which documents the lives of 20 women whose experiences have had a significant impact on the lives of Black Americans. It is available at $38 from the Bethune Museum, Inc., 1318 Vermont Ave., NW, Washington, DC 20005.

(continued from page 4)

- Women undergraduates have very similar goals, in terms of career and family, to men undergraduates.
- Less than five percent of the women surveyed are interested in traditional women's careers, such as teaching or social work.

"Ten years ago women at these same schools who said they wanted to work with people wanted to be teachers and social workers," noted Diana Zuckerman, the director of the study. "But today, they're saying, 'If I want to help people, I'll become a doctor.' Students appear to have the same kind of motivations they've always had, but they're directing them at different careers." For further information, contact Zuckerman at Radcliffe College, Harvard University, Cambridge, MA 02138. (See also p. 11)

Women's Guide to Virginia Colleges

Focus on Virginia Colleges: A Directory for Women lists information on 55 private and public institutions in the state of Virginia, including all of the state's community colleges. The guide includes information on women's studies programs, financial aid and scholarships for women, varsity and intramural sports for women, service and honorary organizations open to women, and special library collections of women authors. Statistics are given on the number and rank of women on the faculty and in the administration, the number of minority women enrolled, health and security services provided for women, and the fields in which women students specialize. Also, information on independent study options, evening, weekend, and summer courses, and the availability of child care facilities on campus is included to meet the needs of employed women. Current college costs and fees are detailed, as well as sections on college selection and admission, and suggestions on applying for financial aid.

The guide may be used to supplement *Everywoman's Guide to Colleges* (a national directory), and also may serve as a model for similar state directories. *(Everywoman's Guide to Colleges* is available at $12.95 plus $1.50 postage and handling from the Feminist Press, Box 334, Old Westbury, NY, 11568.) Copies of the Virginia directory are available for $4.95 each plus $.75 for postage and handling. Virginia residents must also add $.20 sales tax per book. Checks should be made payable to FOCUS and mailed to PO Box 3365, Charlottesville, VA 20039.

San Antonio School Lists Campus Resources on Women's Concerns

A list of faculty and staff resources in issues of special concern to women has been compiled by OUR LADY OF THE LAKE UNIVERSITY OF SAN ANTONIO (TX). The four-page list includes campus personnel with expertise in a wide range of subjects such as feminism in religion or women's liberation in Latin America, and could serve as a model for other campuses interested in planning similar lists. Copies are available free from Pamela Eoff-Salazar, Director of Public Relations, Our Lady of the Lake University of San Antonio, 411 S.W. 24th St., San Antonio, TX 78285.

SUNY System Lists Women's Programs and Activities

Women's studies and services are the focus of the STATE UNIVERSITY OF NEW YORK (SUNY) *Special Report* for December 1982. The report chronicles curricular and scholarly activities focusing on women at the 64 institutions. Programs for returning women, fieldwork and internships, nontraditional careers, research on women, health care, women's centers and networks, and the university's exhibitions and publications on women are briefly described. The report, which marks the recognition of women's contributions by SUNY campuses, may serve as a model for other state systems. Copies of the 22-page report, entitled "All She is Capable of Being," are available at no charge from the Office of University Affairs and Development, State University Plaza, Albany, NY 12246.

WOMEN AND SPORTS

Texas: Another Win for Title IX

A recent appellate court ruling reversed a lower court decision that athletics was not covered by Title IX. In reviewing a summary judgment of dismissal of a class action suit charging sex discrimination in the intercollegiate athletics program at WEST TEXAS STATE UNIVERSITY (WTSU), the Fifth Circuit Court of Appeals stated that the plaintiffs must be allowed to show that an athletic program receives direct funds. In the case at hand *(Tina Bennett, et al.* v. *West Texas State University, et al.* No. 81-1398) the plaintiffs contended that the athletic program at WTSU did indeed receive direct funds including work-study employment assistance to students who were employed in the athletics department, compulsory student fees which supported the athletics program and subsidized housing for athletes.

Women Athletes Obtain Relief and Damages in Athletics Discrimination Case

A Washington superior court judge has ruled that WASHINGTON STATE UNIVERSITY (WSU) has discriminated against women athletes and their coaches in violation of the Washington State Law Against Discrimination and the State Equal Rights Amendment. The judge ordered WSU to provide equitable treatment of its women's athletic program, enjoined WSU from future discrimination, and ordered broad remedial relief to both plaintiff athletes and coaches.

The Court found that female students had received inferior opportunities and treatment in scholarships, practice clothing, publicity and promotions, awards, scheduling of facilities, locker rooms, coaching and instruction, and administrative staff and support. The court also found that between the time the lawsuit was filed and the trial began, improvements had been made in several areas.

Damages totaling several hundred thousand dollars were awarded to past and present women athletes as compensation for WSU's failure to provide practice clothing and awards. Damages were also awarded to the women's tennis team for competition clothing.

The Court found discrimination with respect to the University's failure to provide the plaintiff coaches with complimentary cars, but did not find discrimination in all of the other terms and conditions of the coaches' employment. The Court also specified that 37.5 percent of the University's financial support of the athletic program must be allocated in support of the women's athletic program for 1982-83 (an increase of 9.5 percent over the 1981-82 budget). The percentage of University support is to increase to two percent each subsequent academic year until it reaches a level representing the same percentage as the total female undergraduate population at WSU. However, because of its unique function as "a large scale business endeavor," the judge ruled, the football program will be exempt from the equity calculation.

Allocations in the area of scholarships were ordered to be in-

creased. Also, the Court ordered the establishment of a sex equity committee to ensure the provision of equitable participation opportunities, to monitor budgetary allocations, to review facility allocations, and to develop and recommend policies and guidelines concerning sex equity in athletics.

The class action suit was filed in October, 1979 by 39 named representatives on behalf of past, present and future female athletes and 14 individual coaches of the women's athletic program. The Northwest Women's Law Center of Seattle handled the case for the plaintiffs.

Appealing Title IX Athletic Case: Temple Won't Go to the Top

TEMPLE UNIVERSITY (PA) has announced that it will not ask the U.S. Supreme Court to review its claim (turned down by the U.S. Court of Appeals in September 1982) that Title IX does not apply to Temple athletic programs because they do not receive federal funds. President Peter J. Liacouras questioned spending additional money on attorney's fees and the printing of briefs, stating that the money could be better used to maintain excellence in Temple's educational programs. Thus, rather than pursue technical arguments, Temple will allow the U.S. District Court to decide the case on its merits.

Coaching Them All . . .

Kathy Lawlor, who coaches the women's swimming team at the UNIVERSITY OF PENNSYLVANIA, will now serve as head coach for the men's team as well. Ms. Lawlor is the first woman to be named head coach of a men's swimming team at a major U.S. university.

Michigan Universities Cleared of Title IX Athletic Charges

Despite the fact that Education Department officials found women athletes to be treated worse than men athletes in several areas, the department has cleared two Michigan universities (the UNIVERSITY OF MICHIGAN at Ann Arbor and WESTERN MICHIGAN UNIVERSITY) of charges that their athletic programs violated Title IX. At Ann Arbor, for example, average awards given male athletes ($2,023) were substantially higher than those given to women ($1,388). ED has now released official compliance findings for athletic programs at about 50 schools, say Title IX observers. In light of Education Secretary Terrel Bell's stated policy of not taking enforcement action against a school as long as the institution is moving to correct deficiencies, no action has been taken against any of the institutions. Michigan's plan to equalize athletic financial aid over the next two years was deemed by ED sufficient to find the university in compliance.

RESOURCES

Looking for a Job?

A handbook for job seekers, job changers, reentry women, and displaced homemakers, *Career Reentry for Home Economists*, has been recently reprinted by The Connecticut Home Economics Association (CHEA). Despite its title, the publication has wide applicability and is not restricted to home economics-related fields. Areas covered in the 25-page booklet include resuming professional contacts, returning to school, setting goals, writing a resume, making volunteer work count, job interviews, part-time and flexible-time employment, where the jobs are, and an extensive bibliography. Copies may be ordered by mailing a check for $2 made payable to the CHEA to: Frances Gallogly, Ph.D., CHEA Corresponding Secretary, 23 Hitchcock Rd., Westport, CT 06880.

Focus on Professional Women

Articles on women and the professions are featured in the Fall 1981 issue of *National Forum*, the Phi Kappa Phi Journal. Included are topics such as comparable worth, career paths, double-career marriage, mathematics and sex, the demands of the family, and women in academic administration. Single copies are available at $2.75 from Stephen White, Editor, *National Forum*, Box 19420A, East Tennessee State Univ., Johnson City, TN 37614.

"What To Do Until the Mentor Arrives"

"Mentoring is a form of adult socialization for professional-level roles, especially leadership roles." So observes author Kathryn M. Moore in *What To Do Until the Mentor Arrives*, a monograph on mentoring as it applies to academic administration in colleges and universities. Copies of the 13-page paper, which includes a brief bibliography, are available at $7 plus $1.50 postage and handling from the National Association for Women Deans, Administrators and Counselors, 1625 I Street, NW, Suite 624-A, Washington, DC 20006. Reduced rates are available for bulk orders.

Free Information Packets on Women and Work

Information packets relating to women in the marketplace are available from the Rawalt Resource Center of the Business and Professional Women's Foundation (BPWF). Among them: packets on job sharing; sexual harassment; women in management; women in nontraditional fields; and the women's movement. Packets are provided free of charge, and may be ordered from the Rawalt Resource Center, BPWF, 2012 Massachusetts Ave., NW, Washington, DC 20036.

Report on U.S. Policies Promoting Equal Employment Opportunities for Women

Equal Employment Opportunity for Women: U.S. Policies describes the legal machinery which promotes women's equality

WHAT HAVE *YOU* DONE ABOUT THE CLASSROOM CLIMATE? PLEASE LET US KNOW

Institutions are responding enthusiastically to the Project's paper, *The Classroom Climate: A Chilly One for Women?*, sent out as part of its Winter 1982 mailing. The paper has been used in many ways, including the following:

- as the focus for faculty workshops;
- as the basis for articles in student newspapers and faculty bulletins, as well as in the educational and general press;
- as the impetus for surveys undertaken on individual campuses;
- as curricular material in courses on men's and women's communication; and
- as the stimulus for new research.

This information has come to us from campuses across the country through unsolicited letters, casual comments and a formal evaluation of the paper. The Project would like to learn more about how the paper has been used on your campus or elsewhere. This information will help us in providing assistance to those who contact us about the paper and will aid us in our work on related projects. Send information to Roberta M. Hall, Project on the Status and Education of Women, Association of American Colleges, 1818 R St., NW, Washington, DC 20009.

in employment, and points to issues still affecting the full utilization of women in the workforce. It also summarizes outreach efforts to population groups with special needs. Tables appearing in the Appendix provide statistical data on the labor force activity of women, as well as on the occupations, earnings, and educational attainment of women workers. Copies of the 38-page report, published by the Women's Bureau of the U.S. Dept. of Labor, are available at $4.50 from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402. Ask for Stock #029-002-00067-3.

Reexamining Women and Achievement

In examining the role that the desire for achievement has played in the lives of successful women, the authors of *Achievement and Women: Challenging the Assumptions* cast doubt upon many of the traditional theories and findings of achievement literature. Reexamining the meaning of achievement in both the public and private lives of women, they pose new questions about the interplay of gender and social inequality, and how these factors affect eventual success. They also explore the special problems faced by professional women. The 188-page book, which covers childhood through late adulthood, was written by Debra R. Kaufman and Barbara L. Richardson. Copies may be ordered at $19.95 plus $1.50 postage and handling from Order Dept., MacMillan Publishing Co., Front and Brown St., Riverside, NJ 08370.

Disabled Women: Exploring Attitudes

The special problems of disabled women as well as the general concerns of all people with disabilities are described in *Exploring Attitudes Toward Women with Disabilities: A Curriculum Guide for Employers and Educators*, developed under the aegis of the New York City Commission on the Status of Women and the Mayor's Office for the Handicapped. The guide is aimed at helping personnel specialists and educators conduct workshop activities which will promote positive attitudes toward women with disabilities. Five different workshop formats are described. Although designed for those in personnel managment and education, the activities may be readily adapted for other groups as well. Audio-visual resources, organizations and agencies offering materials and assistance, bibliographies, and additional publications are listed in the appendix. Copies of the 22-page guide are available for $2 postage and handling charge from the New York City Commission on the Status of Women, 250 Broadway, Suite 1412, New York, NY 10007. Checks should be made payable to CSW Fund, Inc.

Research Summary on Women and Poverty

Women and Poverty, a report exploring the causes of women's poverty, its magnitude, and policy implications, asserts that women's poverty and women's employment are two sides of the same coin. Among its statistics:

- Women's earnings are often so low that even full-time work is no security against poverty;
- Three out of five working women earned less than $10,000, and one out of three earned less than $7,000 in 1980;
- Other things being equal, women household heads would be paid 30 percent more if they were male.

The four-page summary, published by the Business and Professional Women's Foundation (BPWF), includes a bibliography of significant research studies on the issue and government statistical reports. Copies are available for $1 prepaid from BPW Supply Service, 11722 Parklawn Dr., Rockville, MD 20852. (Please include $.35 postage when ordering fewer than five copies.)

About Women Over 45

Current issues and programs relevant to midlife and older women in the United States are examined in a recent report, *Issues, Policies, and Programs for Midlife and Older Women*. It also includes an overview of the status of women over 45; major issues and policies; a summary of recent legislative and program developments affecting midlife and older women; and analyses of 28 nongovernmental programs conducting research, education, training, or advocacy for women over 45. The 150-page report, written by Nancy King and Marjory G. Marvel, also provides recommendations for program development as well as a list of resources. Copies are available at $10 prepaid (reduced rates available for bulk orders) from the Center for Women Policy Studies, 2000 P St., NW, Suite 508, Washington, DC 20036.

The Direction of Federal Legislation Affecting Women over Forty contains a compilation of federal legislation enacted over the past 50 years which has implications for older women. Each law is discussed in terms of general intent, specific provisions to achieve intent, and benefits derived by and inequities imposed upon older women. Of particular interest are chapters on education and employment and training. Copies of the 162-page volume, which was edited by Marilyn R. Block, may be ordered at $8 from the National Policy Center on Women and Aging, Division of Human and Community Resources, University of Maryland, College Park, MD 20742. Checks should be made payable to National Policy Center on Women and Aging.

State Publishes Women's Directory

The *1982 Colorado Directory of Women's Organizations and Services* lists women's organizations, women's resource centers and crisis centers in the state, as well as those institutions offering postsecondary occupational programs which may benefit women. A service project of the Sex Equity Section of the State Board for Community Colleges and Occupational Education, the directory is published annually and distributed to all city libraries, postsecondary and higher education institutions and upon request. The publication will also be helpful for other states or organizations planning a similar directory. Copies are available at no charge from Supervisor, Sex Equity, State Board for Community Colleges and Occupational Education, 1313 Sherman St., #214, Denver, CO 80203.

Materials About Women in International Development Programs

Women in International Development, a brochure published by the Office of Women in International Development (WID) at MICHIGAN STATE UNIVERSITY (MSU) describes programs developed by WID and describes research, education and train-

(continued on page 11)

University of Michigan: The Hamilton Prize

The $1000 Hamilton Prize is offered annually by the UNIVERSITY OF MICHIGAN's Rackham School of Graduate Studies for the best original, scholarly, book-length manuscript on women. The University of Michigan Press expects to publish the winning manuscript. Two-page abstracts for the 1983 competition are due by July 15, 1983. Authors whose abstracts are selected will be invited to submit complete manuscripts, due September 1, 1983. Competition guidelines should be obtained from the Hamilton Prize Competition, 354 Lorch Hall, The University of Michigan, Ann Arbor, MI 48109.

NONTRADITIONAL CAREERS

The Project gratefully acknowledges the renewed support of the INTERNATIONAL PAPER COMPANY FOUNDATION for making this section on "nontraditional" careers possible.

Putting Women in their Place—Into Men's Jobs

A new pamphlet, *Men's Jobs for Women: Toward Occupational Equality*, gives historical background to the sexual stereotyping of jobs and explains why, for many women, pursuit of nontraditional jobs may be a key to breaking out of poverty. The pamphlet cites legal protections against discrimination, describes programs to help prepare women for nontraditional jobs, and tells where to get more information. Included is a review of women's place in the workforce and a point-by-point refutation of common myths about women workers. Copies of the 28-page pamphlet, written by Natalie Jaffe, are available at $.50 each from the Public Affairs Committee, Inc., 381 Park Ave. South, New York, NY 10016. Orders under $10 and all orders from individuals must be prepaid by check or money order. Orders of $10 or more may be billed if submitted on organization purchase order or letterhead with proper authorization. Bulk rates are available for quantities over 24.

How One University Attracts Women to Science Careers

A series of science career brochures for women was developed under a National Science Foundation Grant by WESTERN MICHIGAN UNIVERSITY (WMU) to encourage students to examine career possibilities in the sciences and to consider graduate school as part of their preparation. The brochures, which cover the fields of biology, chemistry, computer careers, economics, geology, and psychology, discuss women in each field; women and careers in general; and list references as well as campus resources at WMU. Copies are free to WMU students, faculty or staff; others may order copies at $.50 each from the Center for Women's Services, Western Michigan University, Kalamazoo, MI 49008.

Future Demand for Scientists and Engineers

Opportunities in Science and Engineering: A Chartbook Presentation includes data on women in its compilations on scientists and engineers: supply and demand, current and future. Appendices and a bibliography of data sources are included in the 98-page volume prepared by Betty M. Vetter. Copies may be ordered by sending a self-addresed label plus $1 for postage and handling (while supplies last) to: Scientific Manpower Commission, 1776 Massachusetts Ave., NW, Washington, DC 20036.

The Sky is Not the Limit for Women Astronomers—Rather, the Family Is, British Study Shows

After examining long-term employment profiles of doctoral students of radio astronomy, researchers have concluded that the relative lack of career success shown by British women astronomers is more likely to result from social factors concerning their role within the family than from any inherent lack of ability as a scientist or direct discrimination in employment. In *Women in Science—The Astronomical Brain Drain*, authors Ben R. Martin and John Irvine, of the UNIVERSITY OF SUSSEX (UK) note that, while the great majority of women do as well as men in their first jobs, with no significant differences with their male colleagues, the divergence in career paths between men and women occurs fairly rapidly after this point, as the demands of their husband's career severely restrict the employment choices available to women. (All but one of the women in the study were married by this stage.) Family-related pressures were the principal determinants of women's choices of jobs, with 'husband moved' (27 percent) and family commitments such as babies (17 percent) together accounting for 44 percent of the changes in jobs, compared with a figure of only one percent for men. The authors suggest that only if men accord greater priority to family commitments in *their* careers can a complete and permanent solution be achieved, and noted sociologist Alice Rossi's observation that it is only when work is less dominant in the lives of men that it can become more dominant in the lives of women. The 27-page article appeared in *Women's Studies International Forum*, Vol. 5, No. 1, 1982. Copies of the issue may be ordered at $16 plus $1.50 postage and handling from Pergamon Press, Maxwell House, Fairview Park, Elmsford, NY 10523.

Boston Women in Research

A Women's Science Network has been established in the Boston area to provide a helpful problem solving forum for women with M.D.'s and/or Ph.D.'s who are involved in academic or industrial research. For more information on the network, write to Liane Reif-Lehrer, Eye Research Institute, 20 Staniford St., Boston, MA 02114.

Women in Science and Math: Underrepresentation Underscored

"A careful look at the data reveals that the underrepresentation of women and girls in science and mathematics is particularly acute." So states a brief article in the October 1982 (Issue VI) of *Concerns* published by the Council of Chief State School Officers (CCSSO) Resource Center on Sex Equity. "A Concern About Women, Mathematics, and National Progress" argues that national need for technically trained workers and technologically literate citizens cannot be met without specific efforts to address the factors contributing to the underrepresentation of females in scientific and mathematical fields. The two-page article also lists resources and includes a short bibliography. Single copies of the issue are free. For further information, write to CCSSO Resource

Center on Sex Equity, Suite 379, 400 North Capitol St., NW, Washington, DC 20001.

Audiovisuals and Publications on Women in Nontraditional Jobs

Women in Nontraditional Employment: A Selected List of Publications, Slides, and Films includes materials with general information on the social, legal, and economic status of women, as well as materials directly related to women in nontraditional employment. The materials may be useful at conferences, seminars, and workshops on women in nontraditional work, and in management training programs designed to increase awareness of sex discrimination and sex role stereotyping. Copies of the seven-page list are available at no charge from the Women's Bureau, U.S. Dept. of Labor, 200 Constitution Ave., NW, Room S-3005, Washington, DC 20210.

Model in Women's Programming: Florida

The Women's Education Development Incentive (WENDI) at BREVARD COMMUNITY COLLEGE (FL) provides a prevocational transition course in which women can identify and clarify their goals for education before entering the work force or continuing their education. Participants in the intensive six-week, 90-hour course range in age from 16-70 and represent all socio-economic backgrounds; a scholarship fund is available to economically disadvantaged women. For further information on the program write to WENDI, Brevard Community College, 1519 Clearlake Road, Cocoa, FL 32922.

Program for Women Entering Engineering

A model program showing how scientific interests and talents of young women can be channelled toward careers in engineering is described in a booklet and slidetape which suggest ways that role-model lectures, special career counseling, and hands-on laboratory work can be integrated into existing course work. The program for freshmen students provides academic support and guidance in career orientation. The booklet, *Putting It All Together: A Model Program for Women Entering Engineering* (Order #40038) is $2.50, the slidetape, *Engineering Skills and Career Planning: A Model Program, (Order* #40039) is $16.25. Both are available from EDC/WEEA Publishing Center, 55 Chapel St., Newton, MA 02160. All orders under $20 must be prepaid; orders over $20 must be accompanied by payment or authorized purchase order. Checks should be made payable to Education Development Center.

Tuition-free Program in Electrical Engineering

Women with degrees in math and science have an opportunity to become certified as electrical engineers, through coursework and internship experience at the UNIVERSITY OF DAYTON (OH) and with the Air Force Logistics Command. For more information on the tuition-free program, which is funded by the Air Force Logistics Command, write UD/AFLC Fast Track Reentry Program, Carol M. Shaw, Assistant Dean, School of Engineering, University of Dayton, Dayton, OH 45469.

Contemplating Engineering? Resources Available

Special Programs for Women from STEVENS INSTITUTE OF TECHNOLOGY (NJ) describes several programs that introduce the field of engineering to high school women, their parents, and secondary school personnel. These included a summer residential program, one-day conferences, and a career resource center, which sent teams of practicing professional engineers to nearby high schools via its "Women in Engineering Network."

Stevens' Annual Report 1982—*Special Programs for Women* is available at no charge from Stevens Institute of Technology, Castle Point, Hoboken, NJ 07030, Attn: Susan Schwartz.

A directory of college and university programs for women in engineering lists institutions including contact persons; specific program information; whether scholarships and fellowships are offered; summer programs; conferences; whether programs for high school seniors and juniors are available; and whether there are publications about and organizations for women students in engineering. The number of women in each program is also listed. *Women in Engineering: Directory of College/University Programs* is published by the Women's Action Group of the Relations with Industry Division of the American Society for Engineering Education (ASEE). Copies of the 20-page directory are available at $1 each for 1-9 copies; $.50 each for 10 or more copies from ASEE, Suite 200, 11 Dupont Circle, Washington, DC 20036, Attn: Publications Sales.

Mother Goose Revisited: Publications on Nontraditional Careers

Careers Unlimited, the women's outreach project at LINN TECHNICAL COLLEGE (MO), stresses the retention and placement of nontraditional students and highlights awareness of nontraditional careers. A series of publications developed by the outreach program updates the themes of old nursery rhymes.

Goodbye Glass Slipper: flyer exposes the Cinderella myth and describes opportunities for women in technical careers. $.25

Pumpkins and Possibilities: A Primer: Research publication outlines strategies and activities organizations may use to recruit women into nontraditional areas. Brief bibliography included. 69 pp., $3

Butcher, Baker, Candlestickmaker . . . : Directory lists Missouri women who are working in nontraditional careers and who may be utilized as resources and role models. 58 pp. Free

Little Bo-Peep Presents the Outreach Speech: Contains scripts of high school speeches made by the women's outreach staff in 1979-80. Purposes, visual aids, and rationale for the speeches are also outlined. 60 pp. $2

The Women's Outreach Program: Flyer provides information on the purpose, activities, and services of the women's outreach program at Linn Technical College. Free

There was a Couple who Lived in a Shoe: Brochure acquaints parents with information on nontraditional careers, equal opportunity laws, and activity ideas for students and parents. 19 pp. $.50

Along Came a Spider: Flyer, designed to encourage students to consider nontraditional careers, lists advantages and barriers to atypical jobs. $.25

The materials may be ordered from Careers Unlimited, Linn Technical College, Linn, MO 65051.

Learning Computer Skills at Summer Camp

To help prepare and encourage women to enter the computer field, HOOD COLLEGE (MD) is offering the first computer camp exclusively for females. A one-week residential camp for high school girls will be held July 31-August 6, 1983. According to Elizabeth Chang, chair of the math and computer science department, the camp has been planned to meet the needs of high school students and to "teach campers basic computer learning skills in a way that is fun for them."

Hood is also offering a commuter computer camp from July 25-29, designed for adults who want to become "computer literate." For more information on either camp contact the Conference Office, Hood College, Frederick, MD 21701.

(continued from page 8)

ing, a consultant services task force, interorganizational collaboration, library development and WID publications. A separate publications list of 14 working papers on development issues affecting women in relation to social, political, and economic change is also available. For free copies of the 10-page brochure and/or the publications list, write to the Office of Women in International Development, 202 Center for International Programs, Michigan State University, East Lansing, MI 48824-1035.

Anthology of Writings on Women's Education

Classics in the Education of Girls and Women is a first-of-its-kind collection of forty key essays, letters and other writings dealing with the philosophy of women's education from the days of ancient Greece through the nineteenth century. The selections were written by those who altered educational circumstances for women of their day or for women of the future—authors, philosophers and educators such as Plato, Erasmus and Rousseau, and Mary Wollstonecroft, Mary Astell, and Catharine Beecher, among others. Copies of the 335-page anthology, by Shirley Nelson Kersey, are available at $17.50 from Scarecrow Press, Inc., PO Box 656, Metuchen, NJ 08840.

EDITORIAL

THE CASE FOR BEING UNREALISTIC

By Ellen Goodman

(This article is reprinted with permission by The Washington Post Writer's Group)

BOSTON—Diana Zuckerman doesn't look at her recent computer printout sheets with the entirely objective eye of a research psychologist. Something has emerged out of the Seven College Study she's directing at Radcliffe that is unexpected and intriguing.

The figures she lays out on her desk suggest that the women and men at these elite eastern schools are beginning to express almost identical hopes, values, expectations and life plans.

The career plans of women look almost exactly like those of men. Law, medicine, business and communications attract the sexes equally. Only 10 of the 8,000 women studied at what used to be called the Seven Sister Colleges—Barnard, Bryn Mawr, Mt. Holyoke, Radcliffe, Smith, Vassar and Wellesley—chose homemaking as their future careers.

The personal goals of men, in turn, look a great deal like those of the women. About a third of the 1,000 men at the two fully coed schools in this study—Harvard and Vassar—said they would prefer to stay home or work part-time with their pre-school children. The sexes ranked both "time to spend with spouse" and "career" as high priorities.

There in her figures, among the duly designated "best and brightest," are both men and women with great expectations. Men and women who plan to be tops in their field without sacrificing their personal, family lives. Men and women who expect to have it all.

In many ways, the goals they set reflect the women's movement ideal. Yet, looking at those life plans and thinking about the world as it is, Zuckerman can't help expressing a reservation: "Maybe they are unrealistic."

Such a thought is not unique to this woman or this study or this Cambridge campus. Last week in Atlanta, a faculty member at Emory University talked to me about her women students. The younger generation doesn't foresee any special problem getting ahead because they are women, she said. Nor do they predict any trouble balancing family and career. Their certainty, their calm, seem to her, well, unrealistic.

In Florida last month, another women satirized the expectations of a favorite niece from that generation: corporate officer by 29, full-time mother from 30 to 35 and back on the track to vice president. No problem, smiled this doubtful woman, whose own life was a testimony to the troubles of getting derailed. "They're so unrealistic," she sighed in frustration.

It is no coincidence that all of my reality-testers are in mid-life, people in their thirties and forties who have done time in the real world. Their concerns for the young people they know are genuine, yet colored by their own experiences and compromises.

They worry whether men and women are going out into the world as unprepared for its pitfalls as pre-schoolers crossing a highway. They worry whether they, as the older generation, are doing enough to point out the dangers—over here is sex discrimination, over there are inflexible working conditions—so the young won't get wiped out by the first truck.

On the other hand, some wonder whether this ignorance is an asset. Perhaps it's only the unrealistic young who accomplish great things, even great changes.

Diana Zuckerman looks at her findings and asks herself, "Are the students out of their minds and, therefore, must be helped to be realistic? Or is being so sure of their goals going to give them the boost they need to make it happen?"

It's a series of questions that seem familiar to most of us. Surely parents ask it about their children. The young musicians, artists, reformers at home tell us of their dreams and we are conflicted. We want to encourage and protect them.

Should we tell them the odds against making a pro basketball team, warn them about the annual income of a ballerina, teach them about the struggle of a political life? Will we have made them safe or just killed their dreams? Are we wiser than the young or just wearier?

There is probably some good reason why younger people reject the cautions of their elders. Zuckerman, who is only 32, notes that, "The younger women who are really sure of their goals say that what was true for me and my generation is not true for them. They are saying that we just don't know."

Maybe the great expectations of these young men and women will breed disappointment. But maybe they'll fuel change. How many of us, after all, are leading lives that were once terribly, terribly unrealistic?

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ON CAMPUS WITH WOMEN

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